Chief Financial Officer
for Santa Clara Valley
Health and Hospital System

Recruitment Services
Provided by
Ralph Andersen & Associates
An Extraordinary Opportunity to Work in a World Class County

The County of Santa Clara is recruiting nationally for a Chief Financial Officer (CFO) for its Hospital and Health System, preferably with California finance experience. This is an exciting opportunity to work collaboratively with the senior management team to ensure the viability of the organization’s financial health. The successful candidate will have a well-rounded healthcare public finance management background with in-depth knowledge of and experience with the Affordable Care Act, DRG’s, financial planning, accounting, patient accounts, budget, and reimbursement functions. The position will be responsible for a dedicated team of seven direct reports, including approximately 30 full-time staff, and will oversee a budget of $4 billion. The CFO is required to maintain extensive knowledge of Federal, State, and other payment and financial grant programs for public health hospitals and Federally Qualified Health Centers. The ideal candidate will be a progressive, highly experienced finance professional who enjoys working in a fast-paced and complex environment.
Santa Clara County is made up of people from diverse cultures, nationalities, and racial groups where over 100 languages and dialects are spoken. A large percentage of the population in the County was born outside of the United States.

Santa Clara County, sometimes referred to as “Silicon Valley,” is unique for its geographic attractiveness and social diversity. With its numerous natural amenities and one of the highest standards of living in the country, it has long been considered one of the best areas in the United States to live and work.

The County’s population is 1.92 million, the largest in Northern California, one of the State’s most heterogeneous, rich in ethnic and cultural diversity, and enjoys access to all of the San Francisco Bay Area attractions. The elected Board of Supervisors establish policies to address issues that affect the day-to-day operation of County government and is responsible for an annual operating and capital improvement budget of more than $8.2 billion. It adopts ordinances that affect unincorporated communities and oversees the budget. The County operates under a “charter” form of government, which gives the County substantial responsibility and authority. Under this charter, the Board appoints a County Executive to administer County Government. Santa Clara County is the third-largest employer in Silicon Valley, with approximately 22,000 employees.

Much like the communities it serves, Santa Clara County’s workforce is also highly diverse, with an ethnic distribution that closely approximates that of the county as a whole. This variety provides the County with diverse perspectives and allows for better representation across the many generations the County serves.

Santa Clara County is Silicon Valley; it is home to some of the world’s most innovative and prosperous companies in the world. Located on the south end of the San Francisco Bay, Santa Clara County enjoys a delightful climate and cultural amenities like no other. Approximately 2 million residents enjoy living in areas from the dense and urban San José to the quaint and idyllic Los Gatos. San Francisco lies less than 50 miles north, Napa Valley beyond that, and Monterey to the south.

Home to over 25 colleges and universities, including Stanford University, Santa Clara University, and San Jose State University, Santa Clara County has a rich culture that values education and professional development. In addition to the numerous colleges and universities supporting a strong, diverse workforce, Santa Clara County has an unparalleled collection of highways, runways, and railways that lead to regional, national, and international business centers.
The Community

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Much like the communities it serves, the County of Santa Clara’s workforce is also highly diverse, with an ethnic distribution that closely approximates that of the county as a whole. Additionally, the County’s workforce is widely distributed across age groups, with employees ranging from 18 to 80. This wide range provides the County with diverse perspectives and allows for better representation across the many generations we serve.

Reference: US Census

TO LEARN MORE ABOUT OUR SERVICE-ORIENTED WORKFORCE
Santa Clara Valley Medical Center Hospital and Clinics (SCVMC) is an integral part of the public healthcare delivery system in Santa Clara County, emphasizing quality care, research, teaching, innovation, and most importantly, a focus on a positive patient experience. Our mission has been to provide high-quality, accessible healthcare and excellent service to all persons in Santa Clara County regardless of their social-economic status and ability to pay. The largest public health care delivery system in Northern California serves a diverse population of over 2 million Santa Clara County residents and others in the Bay Area and beyond.

SCVMC includes a tertiary level acute care hospital with 731 licensed beds, providing the highest level of adult and pediatric emergency medical and trauma services, a regional high risk Neonatal Intensive Care Unit, an ACS-verified Burn Trauma Center, a Primary Stroke Center, a CARF-accredited Rehabilitation Center, emergency and acute inpatient psychiatric services, as well as a range of other specialized services – in some cases the only such treatment in the region.

The medical center hosts five highly competitive residency training programs and partners with Stanford University Medical Center for the training of residents and fellows in many Stanford-based specialties. SCVMC also offers high-quality clinical training experiences for more than 30 non-physician healthcare professions, including exceptional clinical training for more than 1,000 RNs annually.

SCVMC provides a range of outpatient primary and specialty care services. Its large primary care network includes eight health centers located throughout the county, four urgent care clinics, comprehensive dental services and numerous community-based health services offering care to young adults, individuals experiencing homelessness, and other vulnerable members of our community.

SCVMC also offers comprehensive specialty care outpatient services, including the Sobrato Cancer Center at Valley Specialty Center, a Renal Care Center, and a Diabetes Center.

A critical healthcare delivery system for the region, in 2017 SCVMC care teams served more than 275,000 individuals, performed more than 10,000 surgeries, admitted 25,000 patients for acute inpatient hospital stays, delivered 3,200 babies, and provided more than 800,000 medical treatments in the ED and other outpatient settings.

Santa Clara Valley Medical Center Hospitals and Clinics employs over 10,000 professionals including an integrated medical staff with over 2,100 physicians and over 200 APPs. The Hospitals and Clinics have been recognized for its fully integrated electronic medical record system by the Healthcare Information and Management Systems Society, attaining Stage 7, the highest level. The annual operating budget is $26 billion. To learn more about the Santa Clara Valley Health and Hospital System go to [www.scvmc.org](http://www.scvmc.org).
OUR MISSION

Santa Clara Valley Medical Center Hospital and Clinics will provide high quality, compassionate, and accessible healthcare for all persons in Santa Clara County regardless of their social-economic status and ability to pay. The objectives to achieve our mission are:

- Increase a healthy lifespan
- Improve customer experience and service
- Reduce the burden of illness
- Coordinate seamlessly across disciplines to best serve patients
- Decrease redundancies, delays and costs of care
- Increase training, retention and recruitment

VISION

Better Health for All.

VALUES

SCVMC Hospital and Clinics conducts itself and provides services from the fundamental value statements:

- We provide excellent and compassionate care in a respectful manner to everyone
- We demonstrate integrity by being open, honest, reliable, and dedicated to our mission
- We respect the individuals we work with, the people we serve, and the communities of Santa Clara County
- We value learning and strive for continual improvement based on what we learn, individually and as an organization
- We are accountable for our performance, decision and actions
- We strive for excellence in all we do
Overview of the Position

The Chief Financial Officer - Santa Clara Valley Health and Hospital System is a high-level, at-will leadership position reporting directly to the Deputy County Executive responsible for the Health System and working closely with other senior leaders. The CFO ensures that the Health and Hospital System’s financial operations effectively support a complex array of budgetary and fiscal goals. The CFO manages a staff of approximately 30 and directly oversees the budget, finance, and accounting functions typical in a complex public sector healthcare organization, including patient accounts, financial planning, accounting, and budget and reimbursement functions.

Key responsibilities of this position include:

- Supervises and directs subordinate managers in Budget, Reimbursement, Business Office, and General Accounting;
- Serve as Chief Financial Officer for the Health and Hospital System and is responsible for financial and fiscal operations;
- Participate with other members of the executive management team in assisting the Executive Director with the overall management of the Health and Hospital System;
- Assist the Executive Director in the development of current and long-range objectives, plans, and policies;
- Develop and approve operating policies and procedures to meet financial goals and objectives of the Health and Hospital System;
- Oversee the preparation of reports regarding the financial status of the Health and Hospital System;
- Participate in planning, organizing, implementing, controlling, and evaluating the various Health and Hospital System financial activities;
- Attend meetings of the Board of Supervisors and its committees as assigned;
- Serves as administrative liaison to various Health and Hospital System departments and committees of the medical staff as assigned;
- Participate in various external activities in conjunction with other health care organizations and hospitals relative to Health and Hospital System financial services;
- Manage the budgeting system and development of the annual operating and capital budgets;
- Maintain relations with third-party payers, including the filing of reports, negotiations, and appeals;
- Prepare annual goals and objectives for areas of responsibility, involving subordinates in the process; and
- Assume related responsibilities as assigned.
First Year Challenges and Opportunities

- Obtain a thorough understanding of California public hospital policy and financing methodology directly impacting the Santa Clara Valley Health and Hospital System; and develop strategy recommendation to maximize reimbursement;
- Further strengthen relationship and communication with the County Executive Office of Budget Administration and the County Finance Department to ensure transparency and alignment of strategy and practice; and
- Review of finance department infrastructure, staffing, standards, and reporting to optimize department efficiency and effectiveness; and to develop related strategies to support staff well-being for a sustainable and resilient workforce.

The Ideal Candidate

The ideal candidate for Chief Financial Officer will have an entrepreneurial spirit, be forward-thinking, and will create a vision for continuing to improve the financial effectiveness and efficiencies at SCVHHS. Candidates should be high-energy and able to fully commit to an organization that is experiencing rapid change with constrained resources.

As a seasoned manager, the successful candidate will bring a clear, bottom-line financial orientation. Additionally, the ideal candidate will be an exceptional listener, communicator, and an accomplished presenter in a public forum. With the ability to drive change, the CFO will also be adept at managing in a fast-paced and dynamic environment. Both diplomatic and decisive, the successful candidate will work with a sense of urgency and timeliness.

The next CFO will be that rare individual who has a big picture vision while being able to establish credibility as a decisive, results-oriented financial professional committed to excellence, transparency, and fiscal accountability.

In summary, the selected candidate will enjoy working in a fast-paced and sophisticated public healthcare environment with a high-energy executive management team committed to the fiscal stability of the organization, exceptional public access and reporting, and the ongoing desire to incorporate best practices.
Minimum Qualifications

**Education and Experience:** A Bachelor’s Degree in Business, Public Administration, Healthcare, Economics, Finance, Accounting, or a closely related field from an accredited educational institution is required. A Master’s Degree is preferred.

**Preferred Experience:** The knowledge and abilities required to perform this function are normally acquired through the attainment of a Bachelor’s degree in accounting, finance, or business administration and approximately 5-10 years of responsible senior-level experience managing staff and functions within the accounting department or financial administration in a complex health care organization.

**License / Professional Credentials:** CPA is desired but not required.

**Candidates should also have knowledge and management level experience in the areas of:** Principles and practices of hospital and ambulatory healthcare budgeting and financial management; general and governmental accounting principles and standards; Federal, State, and local laws, rules, and regulations influencing hospital and other healthcare fiscal operations; modern office practices, forms, and equipment, including the application of data processing systems to the accounting, budget, and other financial functions; principles of supervision and staff utilization; understanding of Medicaid, Medi-Cal System payments; and familiarity with cost reporting in a hospital and health system and with reimbursement methods of payment. Experience with a teaching hospital is highly desirable.
The Compensation

The successful candidate will receive a highly competitive salary dependent upon qualifications that will be based upon the selected candidate’s experience. An outstanding benefits package is also offered, including medical, dental, vision, and life insurances, as well as 36 days of annual leave per year. Retirement is CalPERS (2.5% @ 55 for Classic Members and 2% @ 62 for New Members). Moving and relocation expenses are an available option. Further details are available through Ralph Andersen & Associates.

Benefits include:

♦ Health Insurance: Kaiser, HealthNet, or Valley Health Plan;
♦ Dental/Vision Insurance: Single and family premiums fully paid. Delta of Liberty Dental/VSP Plan;
♦ $200,000 Double Indemnity Term Life Insurance coverage paid by the County;
♦ Annual Leave: 36 days per calendar year;
♦ Annual Leave “Cash-out” Program;
♦ 13 paid holidays per calendar year;
♦ Administrative Leave;
♦ Paid Deferred Compensation plan available (Fidelity-457);
♦ Monthly Auto Allowance;
♦ Relocation assistance available;
♦ Employee Assistance Program (Employee and Family);
♦ Dependent Care Assistance Program;
♦ Health Flexible Spending Account;
♦ VTA SmartPass Clipper Card;
♦ A robust Wellness Program, including gym discounts.
To Be Considered

This is a confidential process and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established.

This recruitment is open until filled; however, all interested candidates should apply by Monday, October 18, 2021 to Ralph Andersen & Associates at apply@ralphandersen.com and should include a compelling cover letter and comprehensive resume. Top candidates will be invited for a comprehensive interview. The new Chief Financial Officer is expected to join the organization in January 2022, or at a mutually agreed upon date.

For further information or questions on the recruitment process, please contact Mr. Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.

The County of Santa Clara is an Equal Opportunity Employer and values diversity at all levels of the organization.

sccgov.org